
Virginia's Dentistry Workforce: 2013

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Richmond, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

Over 4,800 Dentists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Dentistry express our sincerest appreciation for your ongoing cooperation.

Thank You!

Virginia Department of Health Professions

Dianne L. Reynolds-Cane, M.D.
Director

Arne W. Owens
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, Ph.D.
Director

Justin Crow, MPA
Research Analyst

Laura Jackson
Operations Manager

Christopher Coyle
Research Assistant

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Sandra Reen

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The Dentistry Workforce: At a Glance:

The Workforce

Licensees:	6,875
Virginia's Workforce:	5,312
FTEs:	4,490

Background

Rural Childhood:	21%
HS Diploma in VA:	42%
Prof. Degree in VA:	41%

Current Employment

Employed in Prof.:	97%
Hold 1 Full-time Job:	71%
Satisfied?:	96%

Survey Response Rate

All Licensees:	70%
Renewing Practitioners:	78%

Education

Doctorate/Prof.:	97%
Masters:	1%

Job Turnover

Switched Jobs in 2012:	4%
Employed over 2 yrs:	76%

Demographics

Female:	30%
Diversity Index:	48%
Median Age:	50

Finances

Median Inc.: \$125k-\$150k	
Health Benefits:	33%
Under 40 w/ Ed debt:	81%

Typical PTA Time

Patient Care:	80-89%
Administration:	10-19%
Patient Care Role:	93%

Source: Va. Healthcare Workforce Data Center

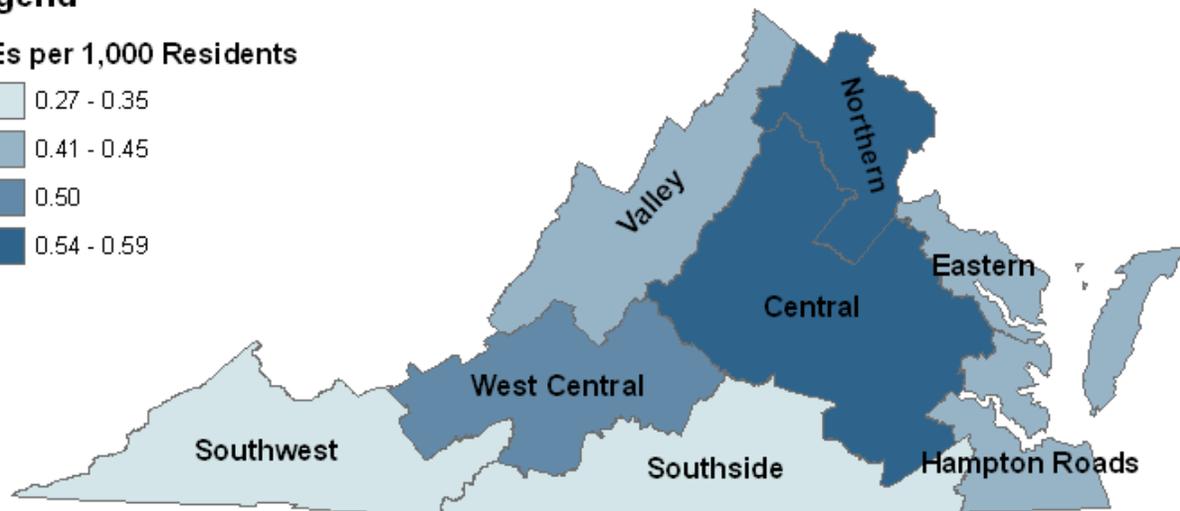
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.27 - 0.35
	0.41 - 0.45
	0.50
	0.54 - 0.59



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



Source: Va. Healthcare Workforce Data Center

More than 4,800 dentists voluntarily took part in the 2013 Dentistry Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for dentists. These survey respondents represent 70% of the 6,875 dentists who are licensed in the state and 78% of renewing practitioners.

The HWDC estimates that about 5,240 dentists participated in Virginia's workforce in 2012, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as a dentist at some point in the future. Virginia's dentistry workforce provided 4,490 "full-time equivalency units" in 2012, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

Only 3% of dentists were not employed in the profession at the time of the survey. 71% held one full-time position, while 12% held one part-time position. As a group, dentists are very happy in their profession—96% indicated they were satisfied with their current employment situation, including nearly three out of four who indicated they were "very satisfied".

30% of all dentists are women, although women do represent a majority of dentists who are under the age of 35. The median age of dentists is 50, which is considerably higher than the median age of Virginia's labor force as a whole. Virginia's dentistry workforce is not as diverse as Virginia's population as a whole. In a random encounter between two dentists, there is 48% probability that they would be of different races or ethnicities. For the Virginia population as a whole, the odds are somewhat higher at 54%. However, the subset of Virginia's dentists who are under the age of 40 are more diverse than the overall population.

More than one in five dentists grew up in a rural area; of this group, only 21% currently work in non-Metro areas of the state. 42% of Virginia's dentistry workforce graduated from high school in Virginia, while 41% received their initial professional degree in the state. In total, approximately half of Virginia's dentists received either a high school or professional degree in the state. New York, Maryland and Pennsylvania were among the largest sources of dentists outside of Virginia.

Nearly all dentists have earned their doctorate or a professional degree. Dentists are well remunerated for their work: the median yearly income for Virginia's dentistry workforce is between \$125,000 and \$150,000 per year. In addition, one-quarter of Virginia's dentists earn more than \$250,000 per year for their services. However, less than half of dentists received at least one employer-sponsored benefit, and only one-third of dentists received health insurance from their employer.

More than four in five dentists who are under the age of 40 currently carry educational debt, and the median debt burden for this age group is between \$120,000 and \$130,000. However, the employment situation for Virginia's dentists is quite good. More than three out of four dentists have been employed at their primary work location for at least two years. Only 4% of dentists switched jobs at some point during the year. 91% of all dentists worked in private practice, including 89% who worked in for-profit organizations.

Like most other medical professionals in Virginia, dentists focused most of their efforts on patient care activities. The typical dentist spent 85% of their time on patient care and 15% on administration tasks; very little time was spent teaching or conducting research. 93% of dentists are in positions that focus primarily on patient care.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,186	90%
New Licensees	433	6%
Non-Renewals	256	4%
All Licensees	6,875	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. Nearly four out of five renewing dentists submitted a survey. These represent 70% of dentists who held a license at some point in 2012.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	63	147	70%
30 to 34	238	548	70%
35 to 39	219	657	75%
40 to 44	243	606	71%
45 to 49	184	479	72%
50 to 54	193	508	73%
55 to 59	220	576	72%
60 and Over	686	1,308	66%
Total	2,046	4,829	70%
New Licenses			
Issued 4/2012 to 3/2013	188	245	57%
Metro Status			
Non-Metro	140	277	66%
Metro	1,408	3,555	72%
Not in Virginia	489	970	66%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dentists

Number:	6,875
New:	6%
Not Renewed:	4%

Response Rates

All Licensees:	70%
Renewing Practitioners:	78%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	4,829
Response Rate, all licensees	70%
Response Rate, Renewals	78%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in March 2013.
- 2. Target Population:** All Dentists who held a Virginia license at some point in 2012.
- 3. Survey Population:** The survey was available to dentists who renewed their licenses online. It was not available to those who did not renew, including some dentists newly licensed in 2013.

At a Glance:

Workforce

2012 Dentistry Workforce: 5,312
 FTEs: 4,490

Utilization Ratios

Licensees in VA Workforce: 77%
 Licensees per FTE: 1.53
 Workers per FTE: 1.18

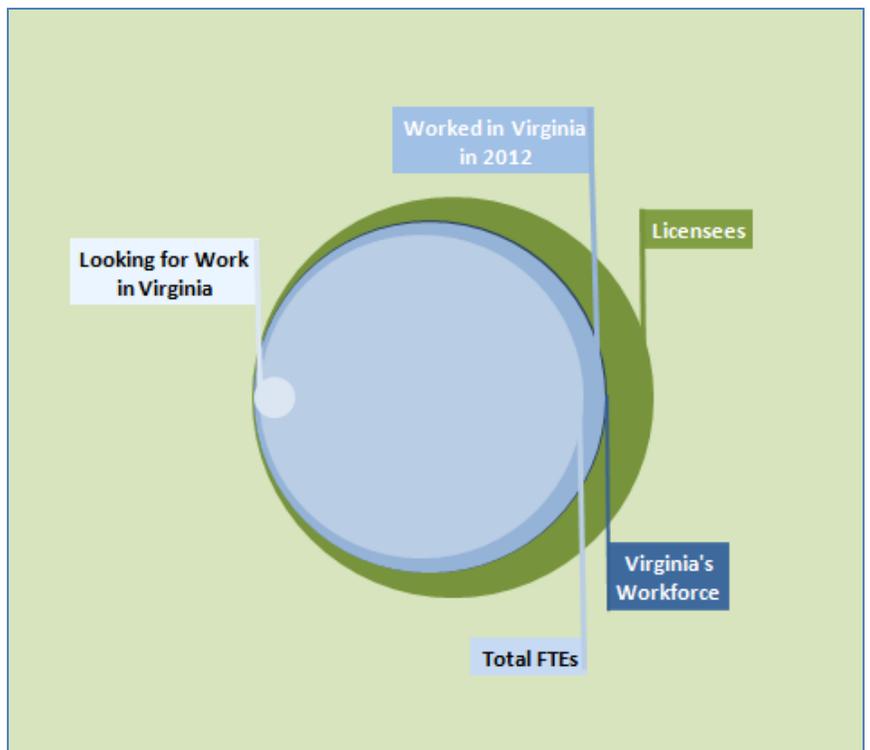
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2012 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Dentistry Workforce		
Status	#	%
Worked in Virginia in Past Year	5,240	99%
Looking for Work in Virginia	72	1%
Virginia's Workforce	5,312	100%
Total FTEs	4,490	
Licensees	6,875	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	69	46%	82	54%	151	3%
30 to 34	274	47%	306	53%	580	11%
35 to 39	363	54%	309	46%	672	13%
40 to 44	368	57%	279	43%	648	12%
45 to 49	340	65%	182	35%	522	10%
50 to 54	380	71%	158	29%	538	10%
55 to 59	478	82%	108	18%	586	11%
60 +	1,383	92%	120	8%	1,503	29%
Total	3,656	70%	1,544	30%	5,200	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Dentists		Dentists Under 40	
	%	#	%	#	%
White	64%	3,659	70%	735	53%
Black	19%	276	5%	85	6%
Asian	6%	822	16%	391	28%
Other Race	0%	167	3%	75	5%
Two or more races	2%	91	2%	27	2%
Hispanic	8%	199	4%	81	6%
Total	100%	5,214	100%	1,394	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 30%
% Under 40 Female: 50%

Age

Median Age: 50
% Under 40: 27%
% 55+: 40%

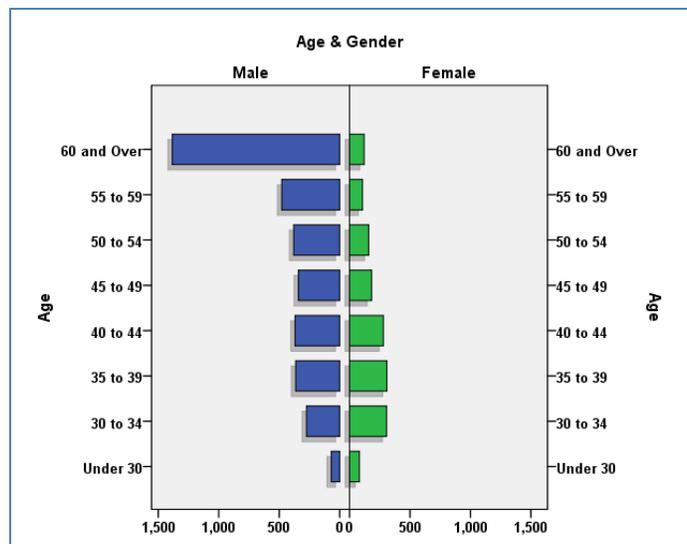
Diversity

Diversity Index: 48%
Under 40 Div. Index: 63%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dentists, there is a 48% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population. However, the diversity index for those under 40 increases to 63%.

Seven out of ten dentists are male, although females represent a majority of dentists under the age of 35. The median age of all dentists is 50, while only 27% are under the age of 40.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 23%
 Rural Childhood: 21%

Virginia Background

HS in Virginia: 42%
 Dental Ed. in VA: 41%
 HS or Dental Ed. in VA: 49%

Location Choice

% Rural to Non-Metro: 21%
 % Urban/Suburban to Non-Metro: 5%

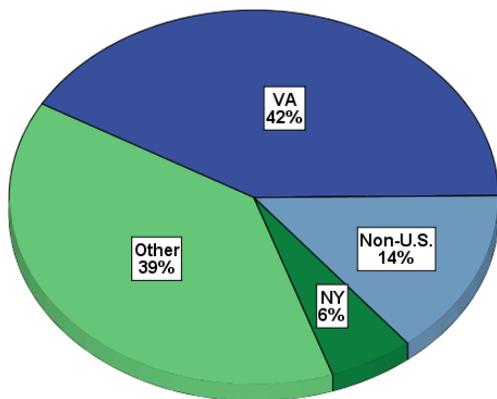
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location:		Rural Status of Childhood Location		
USDA Rural Urban Continuum		Rural	Suburban	Urban
Code	Description			
Metro Counties				
1	Metro, 1 million+	16%	59%	26%
2	Metro, 250,000 to 1 million	33%	54%	14%
3	Metro, 250,000 or less	29%	54%	18%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	40%	42%	18%
6	Urban pop, 2,500-19,999, Metro adj	52%	33%	15%
7	Urban pop, 2,500-19,999, nonadj	68%	18%	14%
8	Rural, Metro adj	49%	38%	14%
9	Rural, nonadj	47%	33%	21%
Overall		21%	56%	23%

Source: Va. Healthcare Workforce Data Center

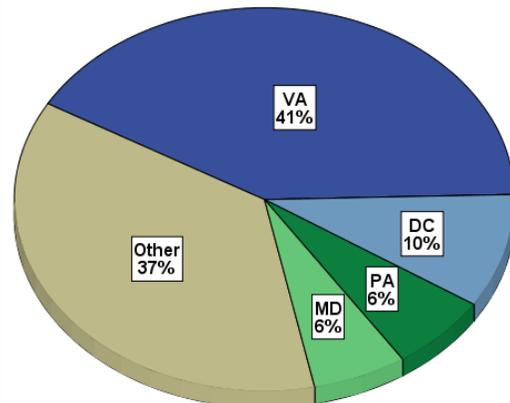
High School Location



Source: Va. Healthcare Workforce Data Center

More than one in five dentists grew up in self-described rural areas, but less than 10% of all dentists work in Non-Metro counties. Only 21% of dentists who grew up in rural areas work in Non-Metro counties.

Location, Initial Professional Degree



Source: Va. Healthcare Workforce Data Center

Nearly half of Virginia's dentists have a background in the state, including nearly one-third who received both their high school and initial professional degrees in Virginia.

Top Ten States for Dentist Recruitment

Rank	All Dentists			
	High School	#	Dental School	#
1	Virginia	2,137	Virginia	2,088
2	Outside of U.S.	739	Washington, D.C.	488
3	New York	288	Pennsylvania	327
4	Maryland	232	Maryland	309
5	Pennsylvania	201	New York	208
6	New Jersey	121	Outside of U.S.	198
7	California	115	Massachusetts	155
8	West Virginia	109	West Virginia	128
9	Florida	106	Tennessee	124
10	North Carolina	101	Ohio	116

Source: Va. Healthcare Workforce Data Center

Outside of Virginia, Maryland, New York & Pennsylvania are the largest contributors to Virginia's dental workforce. Additionally, a significant number of dentists received their high school degree outside of the U.S. or Canada.

Among dentists who received their initial license in the past five years, a greater number obtained their high school degree in a foreign county (outside the U.S. or Canada) than in Virginia. However, about one-third of this group went to dental school in the Commonwealth.

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Outside of U.S.	318	Virginia	244
2	Virginia	302	Outside of U.S.	112
3	California	46	New York	103
4	Maryland	46	Pennsylvania	99
5	Pennsylvania	36	Maryland	68
6	New York	30	Massachusetts	67
7	North Carolina	27	Washington, D.C.	57
8	Canada	25	California	51
9	Florida	24	Ohio	32
10	Ohio	21	West Virginia	27

Source: Va. Healthcare Workforce Data Center

Nearly one in four licensees did not participate in Virginia's dental workforce in 2012. Nearly 90% of these licensees worked at some point in the past year, including 86% who worked in the dental profession. Nearly one in five of these dentists worked for the federal government, including 15% who worked for the military.

At a Glance:

Not in VA Workforce

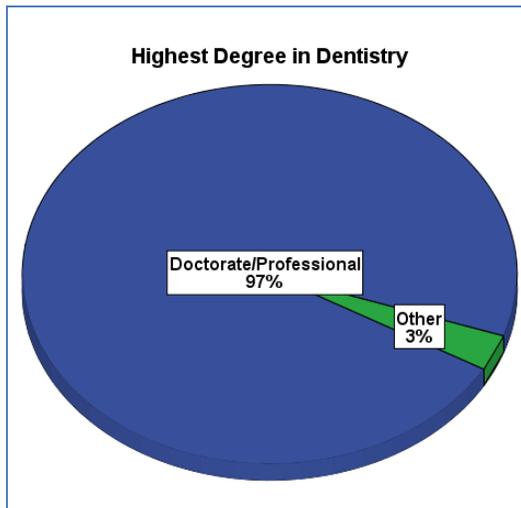
Total:	1,571
% of Licensees:	23%
Federal/Military:	19%
Va Border State/DC:	21%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Degree		
Degree	#	%
Baccalaureate	54	1%
Graduate Certificate	46	1%
Masters	57	1%
Doctorate/Professional	4,933	97%
Total	5,089	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly all dentists hold either a doctorate (Ph.D.) or a professional (DDS or DMD) degree. More than one-third of dentists carry educational debt, including more than four in five dentists under the age of 40. For those under age 40, the median educational debt is between \$120,000 and \$130,000.

At a Glance:

Education
 Doctorate/Professional: 97%
 Masters or Higher: 98%

Educational Debt
 Carry debt: 35%
 Under age 40 w/ debt: 81%
 Median debt: \$120k-\$130k

Source: Va. Healthcare Workforce Data Center

Amount Carried	Educational Debt			
	All Dentists		Dentists under 40	
	#	%	#	%
None	2,880	65%	224	19%
\$50,000 or less	275	6%	105	9%
\$50,001-\$60,000	57	1%	26	2%
\$60,001-\$70,000	78	2%	35	3%
\$70,001-\$80,000	51	1%	25	2%
\$80,001-\$90,000	69	2%	38	3%
\$90,001-\$100,000	103	2%	57	5%
\$100,001-\$110,000	82	2%	50	4%
\$110,001-\$120,000	41	1%	23	2%
\$120,001-\$130,000	74	2%	58	5%
\$130,001-\$140,000	55	1%	40	3%
\$140,000-\$150,000	66	1%	46	4%
Over \$150,000	575	13%	470	39%
Total	4,406	100%	1,197	100%

At a Glance:

Residency/Special Training

At Least One: 2,414
 % of Workforce: 45%

Top Residencies:

General Practice (GPR-1): 14%
 Advanced Edu. in Dentistry: 10%
 Orthodontics: 7%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Residencies/Special Training Programs		
Residency	#	%
General Practice Residency (GPR-1)	724	14%
Advanced Education in General Dentistry	525	10%
Orthodontics	362	7%
Pediatric Dentistry	226	4%
Oral and Maxillofacial Surgery	210	4%
Periodontology	203	4%
General Practice Residency (GPR-2)	174	3%
Endodontics	169	3%
Prosthodontics	142	3%
Dental Public Health	27	1%
Oral and Maxillofacial Pathology	16	0%
Oral and Maxillofacial Radiology	3	0%
At Least One¹	2,414	45%

Source: Va. Healthcare Workforce Data Center

Nearly half of all Virginia’s dentists have completed a residency or specialty training program. The General Practice Residency (GPR-1) was the most common residency program completed, with 724 dentists having satisfied its requirements.

Advanced Education in Dentistry and Orthodontics were also relatively common residency programs that were completed by Virginia’s dentistry workforce.

¹ Respondents were able to select multiple residencies/special training programs.

At a Glance:

Employment

Employed in Profession: 97%
Involuntarily Unemployed: 0%

Positions Held

1 Full-time: 71%
2 or More Positions: 14%

Weekly Hours:

40 to 49: 28%
60 or more: 3%
Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	8	0%
Employed in a dentistry related capacity	4,975	97%
Employed, NOT in a dentistry related capacity	15	0%
Not working, reason unknown	0	0%
Involuntarily unemployed	19	0%
Voluntarily unemployed	59	1%
Retired	72	1%
Total	5,149	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	150	3%
One Part-Time Position	600	12%
Two Part-Time Positions	231	5%
One Full-Time Position	3,522	71%
One Full-Time Position & One Part-Time Position	334	7%
Two Full-Time Positions	27	1%
More than Two Positions	101	2%
Total	4,965	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	150	3%
1 to 9 hours	105	2%
10 to 19 hours	175	3%
20 to 29 hours	406	8%
30 to 39 hours	2,307	46%
40 to 49 hours	1,413	28%
50 to 59 hours	305	6%
60 to 69 hours	82	2%
70 to 79 hours	31	1%
80 or more hours	42	1%
Total	5,016	100%

Source: Va. Healthcare Workforce Data Center

Nearly all licensed dentists were employed in the dentistry profession. In addition, most licensed dentists who were not employed were either retired or voluntarily unemployed. More than seven in ten dentists held one full-time position, while 14% worked two or more jobs. Nearly three in four dentists worked between 30 and 49 hours per week, while only 4% worked at least 60 hours per week.

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	38	1%
\$25,000 or less	165	4%
\$25,001-\$50,000	163	4%
\$50,001-\$75,000	235	6%
\$75,001-\$100,000	423	11%
\$100,001-\$125,000	514	13%
\$125,001-\$150,000	461	12%
\$150,001-\$175,000	333	8%
\$175,001-\$200,000	293	7%
\$200,001-\$225,000	267	7%
\$225,001-\$250,000	239	6%
\$250,001-\$275,000	161	4%
\$275,001-\$300,000	164	4%
More than \$300,000	530	13%
Total	3,986	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Signing/Retention Bonus	160	3%
Dental Insurance	486	10%
Health Insurance	1,619	33%
Paid Leave	906	18%
Group Life Insurance	574	12%
Retirement	1,541	31%
Receive at least one benefit	2,297	46%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

96% of dentists are satisfied with their job, including nearly three in four who are very satisfied with their current work circumstances.

At a Glance:

Earnings
 Median Income: \$125k-\$150k
 Middle 50%: \$75k-\$250k

Benefits
 Employer Health Insurance: 33%
 Employer Retirement: 31%

Satisfaction
 Satisfied: 96%
 Very Satisfied: 74%

The median income for dentists is between \$125,000 and \$150,000 per year, and one-quarter of dentists earned more than \$250,000 per year.

Job Satisfaction		
Level	#	%
Very Satisfied	3,659	74%
Somewhat Satisfied	1,103	22%
Somewhat Dissatisfied	150	3%
Very Dissatisfied	67	1%
Total	4,979	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience involuntary unemployment?	57	1%
Experience voluntary unemployment?	182	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	181	3%
Work two or more positions at the same time?	800	15%
Switch employers or practices?	226	4%
Experienced at least 1	1,128	21%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s dentists experienced involuntary unemployment at some point in the renewal cycle. By comparison, Virginia’s average monthly unemployment rate was 5.9% in 2012.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	94	2%	80	7%
Less than 6 Months	186	4%	119	10%
6 Months to 1 Year	367	7%	133	11%
1 to 2 Years	539	11%	206	17%
3 to 5 Years	712	14%	217	18%
6 to 10 Years	771	16%	153	13%
More than 10 Years	2,264	46%	275	23%
Subtotal	4,932	100%	1,182	100%
Did not have location	74		4,084	
Item Missing	305		45	
Total	5,312		5,312	

Source: Va. Healthcare Workforce Data Center

Approximately two-thirds of dentists are salary or wage employees. Nearly three in ten receive income from their own practice.

At a Glance:

Unemployment Experience 2012

Involuntarily Unemployed: 1%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 4%
New Location: 16%
Over 2 years: 76%
Over 2 yrs, 2nd location: 55%

Employment Type

Salary or Wage: 66%

Source: Va. Healthcare Workforce Data Center

More than 75% of dentists have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	2,554	62%
Hourly Wage	145	4%
By Contract	183	4%
Business/ Practice Income	1,172	29%
Unpaid	41	1%
Subtotal	4,094	100%
Did not have location	74	
Item Missing	1,144	

Source: Va. Healthcare Workforce Data Center

² As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 6.4% in January to 5.4% in November.

At a Glance:

Concentration

Top Region:	40%
Top 3 Regions:	78%
Lowest Region:	2%

Locations

2 or more (2012):	23%
2 or more (Now*):	22%

Source: Va. Healthcare Workforce Data Center

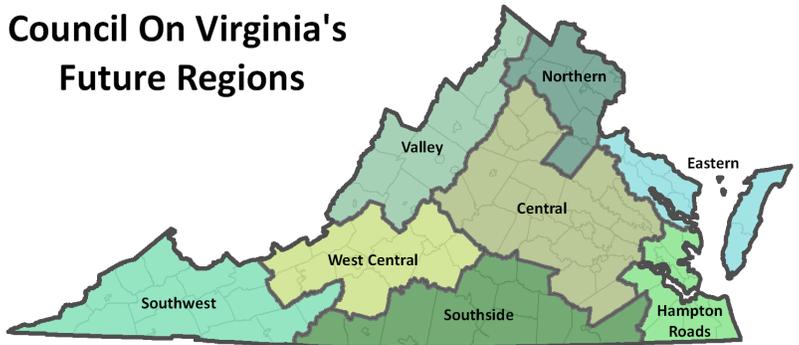
More than three out of four dentists worked in one of three regions: Northern Virginia, Central Virginia and Hampton Roads. Less than 10% worked in Southwest, Southside or Eastern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	984	20%	231	19%
Eastern	80	2%	16	1%
Hampton Roads	868	18%	197	17%
Northern	1,953	40%	425	36%
Southside	148	3%	31	3%
Southwest	135	3%	25	2%
Valley	229	5%	42	4%
West Central	440	9%	78	7%
Virginia Border State/DC	35	1%	58	5%
Other US State	32	1%	86	7%
Outside of the US	0	0%	3	0%
Total	4,904	100%	1,192	100%
Item Missing	333		36	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



More than three out of four dentists had just one work location in 2012. Only 10% of dentists had at least three work locations in 2012.

Locations	Number of Work Locations			
	Work Locations in 2012		Work Locations Now*	
	#	%	#	%
0	73	1%	138	3%
1	4,013	76%	3,750	75%
2	742	14%	685	14%
3	381	7%	356	7%
4	43	1%	26	1%
5	32	1%	24	1%
6 or More	28	1%	15	0%
Total	5,312	100%	4,992	100%

*At the time of survey completion, March 2013.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-profit	4,220	89%	936	80%
Non-profit	115	2%	99	8%
State/local government	213	5%	91	8%
Veterans Administration	23	0%	7	1%
U.S. Military	143	3%	36	3%
Other Federal Government	14	0%	3	0%
Total	4,728	100%	1,172	100%
Did not have location	74		4,084	
Item missing	511		56	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

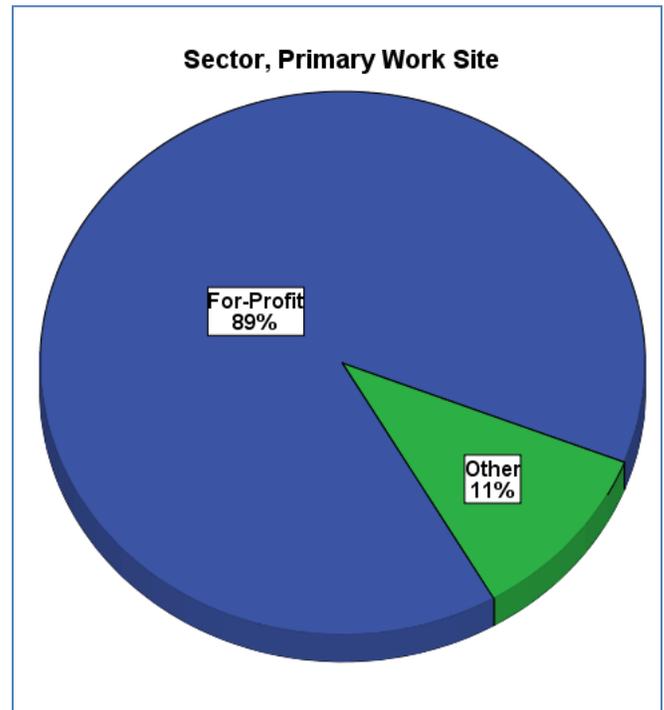
For Profit:	89%
Federal:	4%

Top Establishments

Solo or Group Practice:	89%
Other:	3%
Hospital/Health System:	3%

Source: Va. Healthcare Workforce Data Center

91% of dentists worked in the private sector; most of these dentists worked in a for-profit enterprise. 4% of dentists worked for the federal government, including 3% who served in the military.



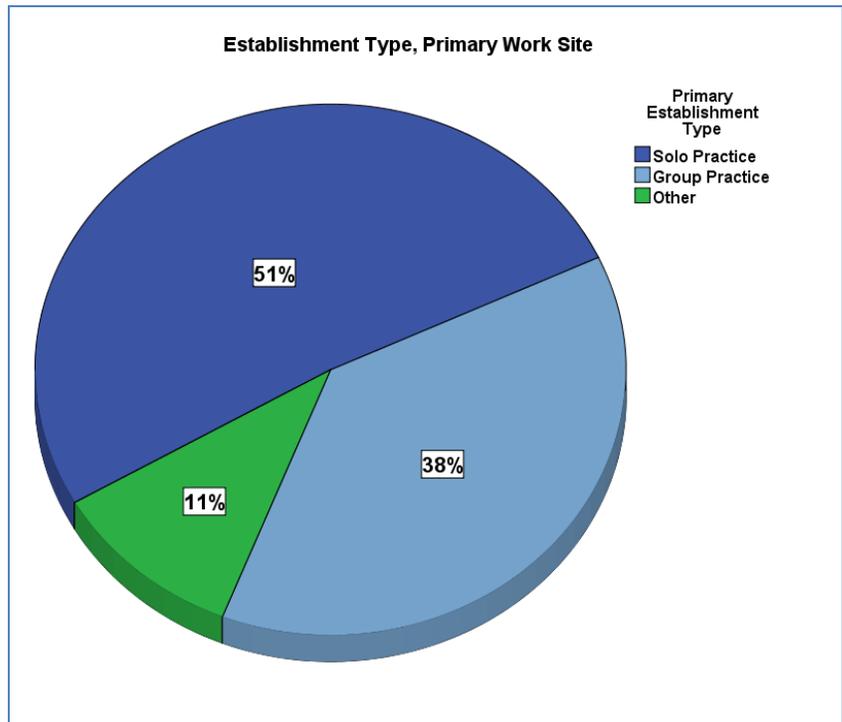
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,401	51%	363	31%
Group Practice	1,772	38%	525	45%
Hospital/Health System	128	3%	54	5%
Dental School (including combined Dental/Dental Hygiene)	97	2%	50	4%
Outpatient Community Clinic	62	1%	56	5%
Public Health Program	44	1%	20	2%
Dental Hygiene Program (Community College)	12	0%	12	1%
Nursing Home/Long-Term Care Facility	11	0%	10	1%
Insurance	10	0%	3	0%
K-12 School or Non-Dental College	4	0%	6	1%
Supplier Organization	3	0%	3	0%
Dental Hygiene Program (Technical School)	0	0%	4	0%
Other	129	3%	59	5%
Total	4,673	100%	1,165	100%
Does not have location	74		4,084	

Source: Va. Healthcare Workforce Data Center

More than half of all dentists worked in a solo practice at their primary work location, while another 38% worked in a group practice. Among those dentists who did not work in a dental practice, nearly half worked in either a hospital/health system or a dental school.

Among those dentists who also had a secondary work location, more than three in four were in private practice, including 45% who worked in a group practice. In addition, nearly one in ten worked at a hospital/health system or a dental school.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

A Typical Dentist's Time

Patient Care: 80%-89%
 Administration: 10%-19%
 Education: 0%
 Research: 0%

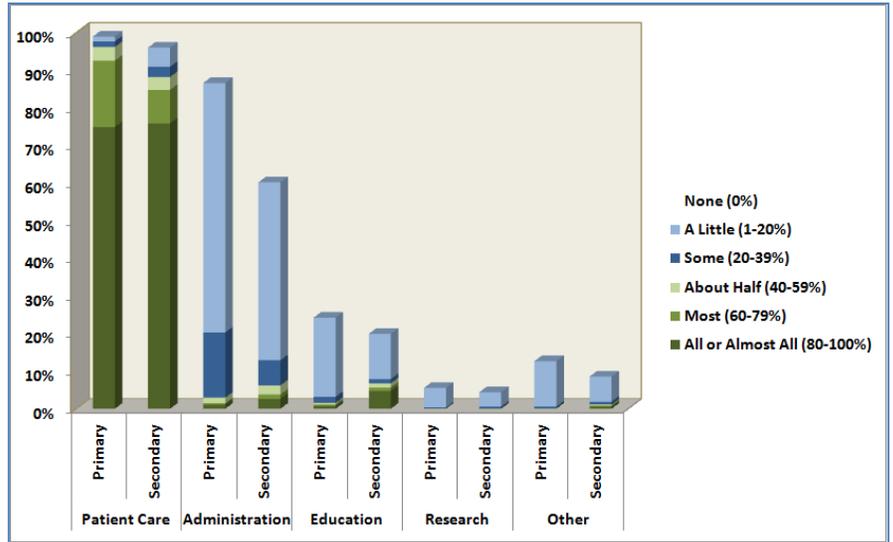
Roles

Patient Care: 93%
 Administrative: 1%
 Education: 1%
 Research: 0%

Admin Time

Median Admin Time: 1%-9%
 Ave. Admin Time: 10%-19%

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical dentist spends approximately 85% of their time in patient care activities, with most of the remaining time spent performing administrative tasks. 93% of dentists fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	75%	76%	1%	3%	1%	5%	0%	0%	0%	1%
Most (60-79%)	18%	9%	0%	1%	0%	1%	0%	0%	0%	0%
About Half (40-59%)	4%	3%	1%	2%	0%	1%	0%	0%	0%	0%
Some (20-39%)	2%	3%	17%	7%	2%	1%	0%	0%	0%	1%
A Little (1-20%)	1%	5%	66%	47%	21%	12%	5%	4%	12%	7%
None (0%)	1%	4%	13%	40%	76%	80%	94%	96%	87%	91%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Dentists		Dentists over 50	
	#	%	#	%
Under age 50	58	1%	0	0%
50 to 54	149	3%	0	0%
55 to 59	392	9%	75	3%
60 to 64	953	22%	340	16%
65 to 69	1,315	31%	736	34%
70 to 74	737	17%	542	25%
75 to 79	225	5%	179	8%
80 or over	102	2%	66	3%
I do not intend to retire	364	8%	246	11%
Total	4,295	100%	2,184	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Dentists

Under 65: 36%
Under 60: 14%

Dentists 50 and over

Under 65: 19%
Under 60: 3%

Time until Retirement

Within 2 years: 7%
Within 10 years: 29%
Half the workforce: by 2033

Source: Va. Healthcare Workforce Data Center

Nearly one-third of all dentists expect to retire between the ages of 65 and 69, and more than half expect to retire at some point in their 60s. Among those dentists who are over the age of 50, approximately one in five expect to retire before age 65. Nearly half of dentists who are over age 50 expect to work to at least age 70, including more than one in ten who do not intend to retire.

Within the next two years, only 3% of Virginia’s dentists plan on leaving either the profession or the state. Meanwhile, 17% of dentists plan on increasing their patient care activities, and 14% plan on pursuing additional educational activities.

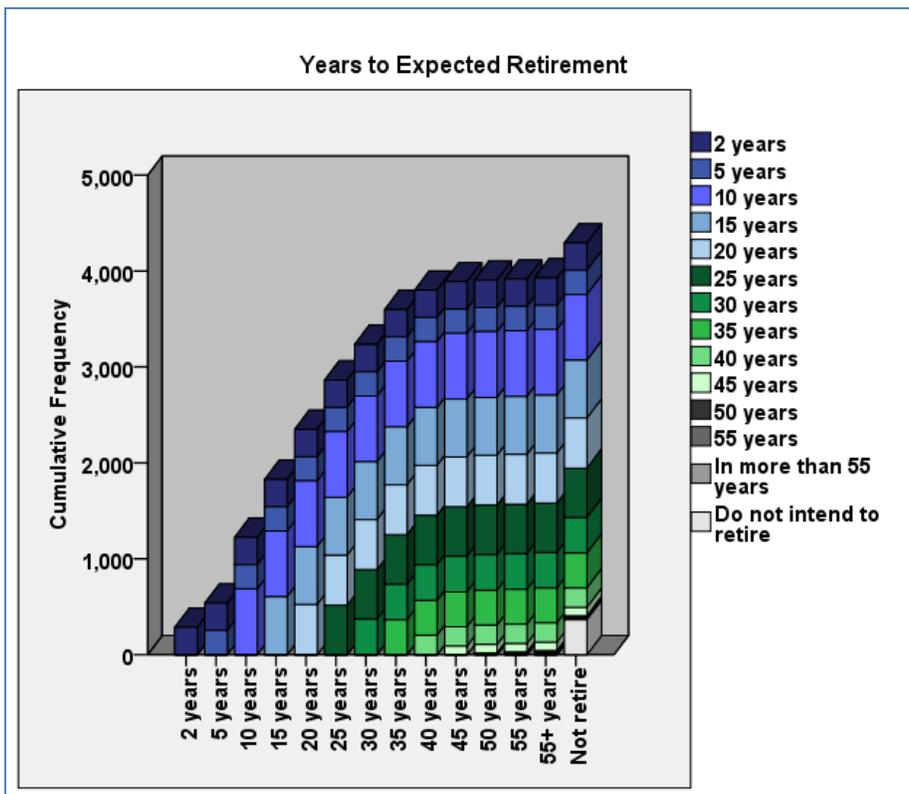
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	61	1%
Leave Virginia	108	2%
Decrease Patient Care Hours	554	10%
Decrease Teaching Hours	31	1%
Increase Participation		
Increase Patient Care Hours	918	17%
Increase Teaching Hours	297	6%
Pursue Additional Education	720	14%
Return to Virginia’s Workforce	32	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for dentists. 7% of dentists expect to retire within the next two years, while nearly 30% expect to retire in the next ten years. More than half of the current dentistry workforce expects to retire before 2033.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	286	7%	7%
5 years	253	6%	13%
10 years	686	16%	29%
15 years	604	14%	43%
20 years	522	12%	55%
25 years	514	12%	67%
30 years	371	9%	75%
35 years	364	8%	84%
40 years	203	5%	89%
45 years	88	2%	91%
50 years	17	0%	91%
55 years	10	0%	91%
In more than 55 years	13	0%	92%
Do not intend to retire	364	8%	100%
Total	4,293	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the workforce every 5 years by 2023. Retirements will peak at 16% of the workforce around the same time period before declining to under 10% of the workforce around 2043. In total, more than half of all dentists plan on retiring between 2023 and 2038.

At a Glance:

FTEs

Total: 4,490
Average: .86

Age & Gender Effect

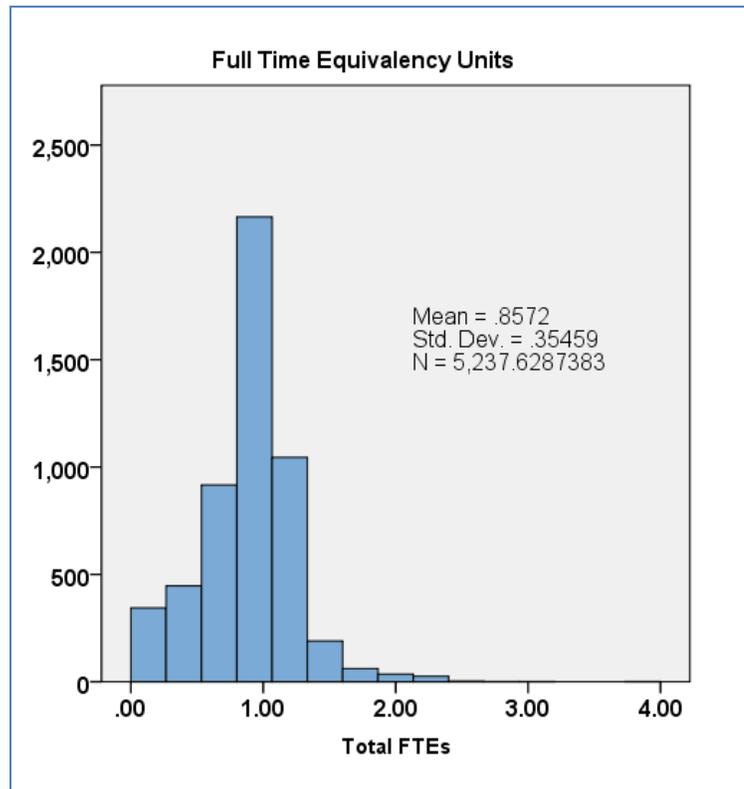
Age, Partial Eta²: .02
Gender, Partial Eta²: .008

Partial Eta² Explained:
Partial Eta² is a statistical measure of effect size.

.01=Small Effect
.06=Medium Effect
.138=Large Effect

Source: Va. Healthcare Workforce Data Center

A Closer Look:

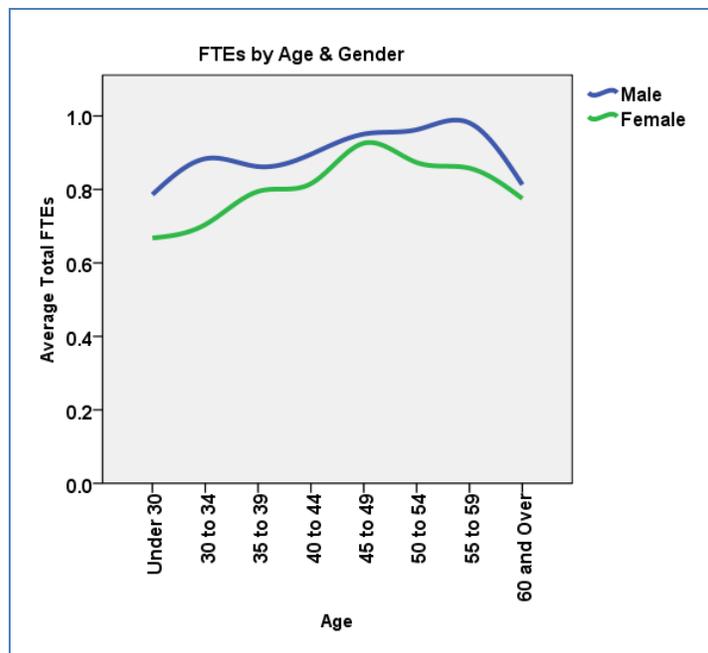


Source: Va. Healthcare Workforce Data Center

The typical (median) dentist provided 0.88 FTEs in 2012, or approximately 34 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.²

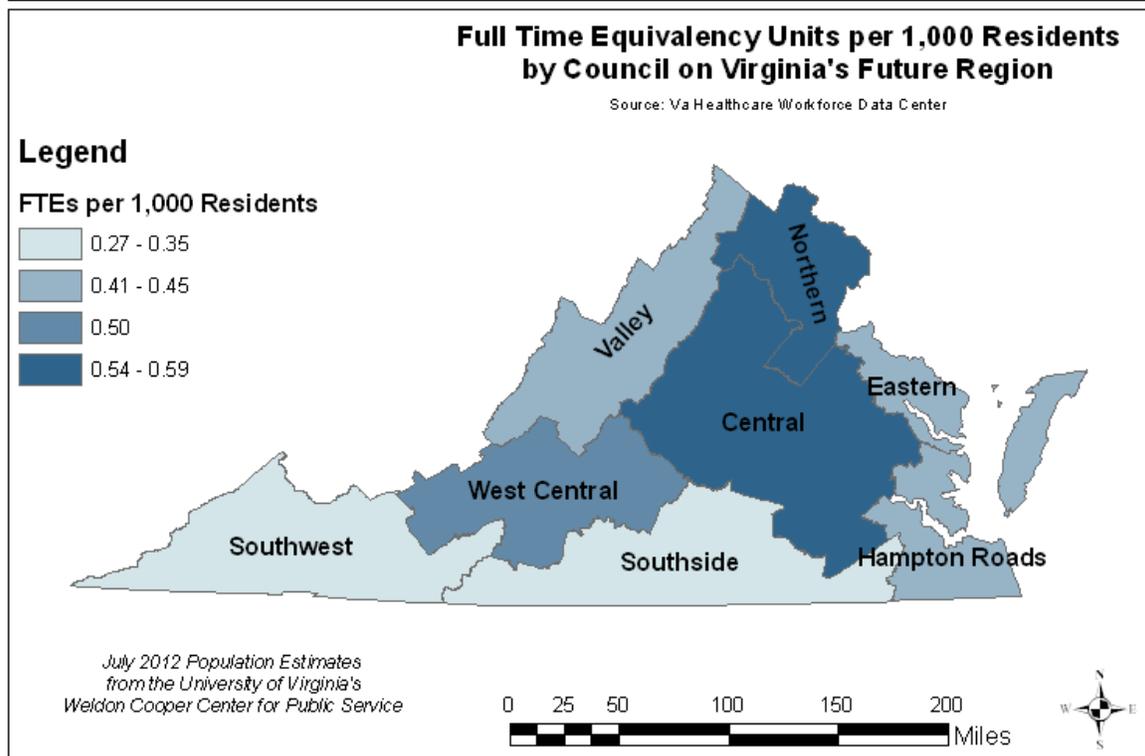
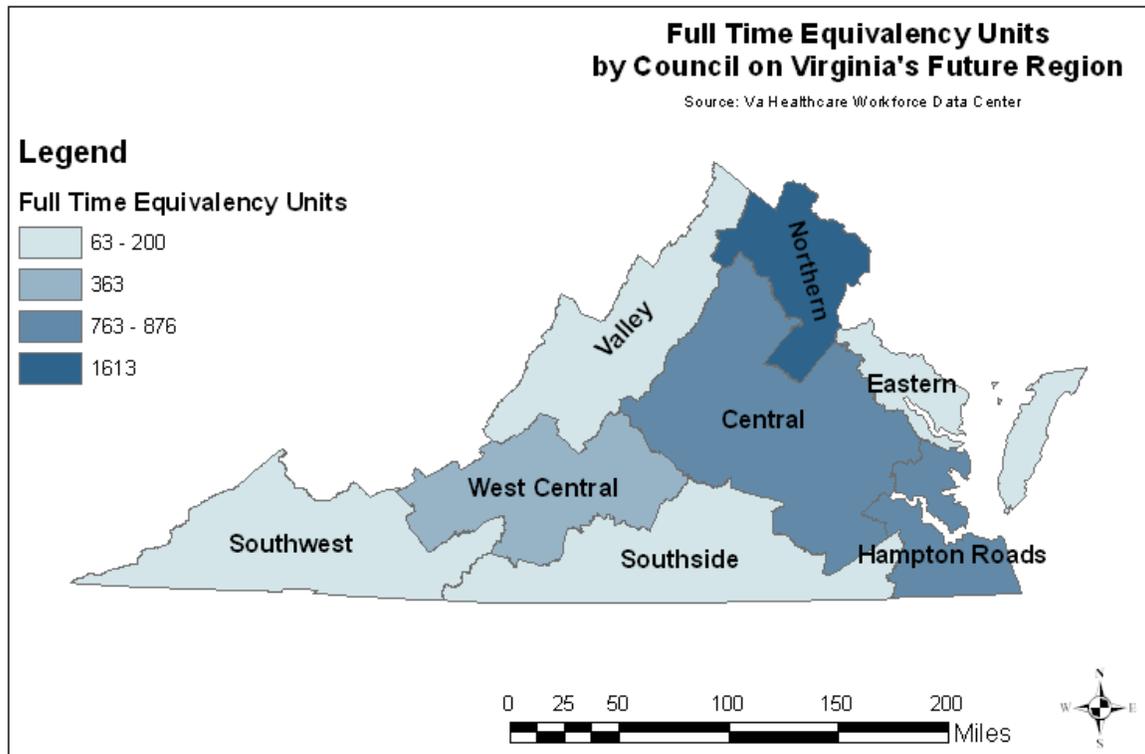
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.72	0.74
30 to 34	0.79	0.82
35 to 39	0.83	0.88
40 to 44	0.86	0.88
45 to 49	0.94	0.89
50 to 54	0.94	0.89
55 to 59	0.96	0.88
60 and Over	0.81	0.84
Gender		
Male	0.88	0.88
Female	0.80	0.84

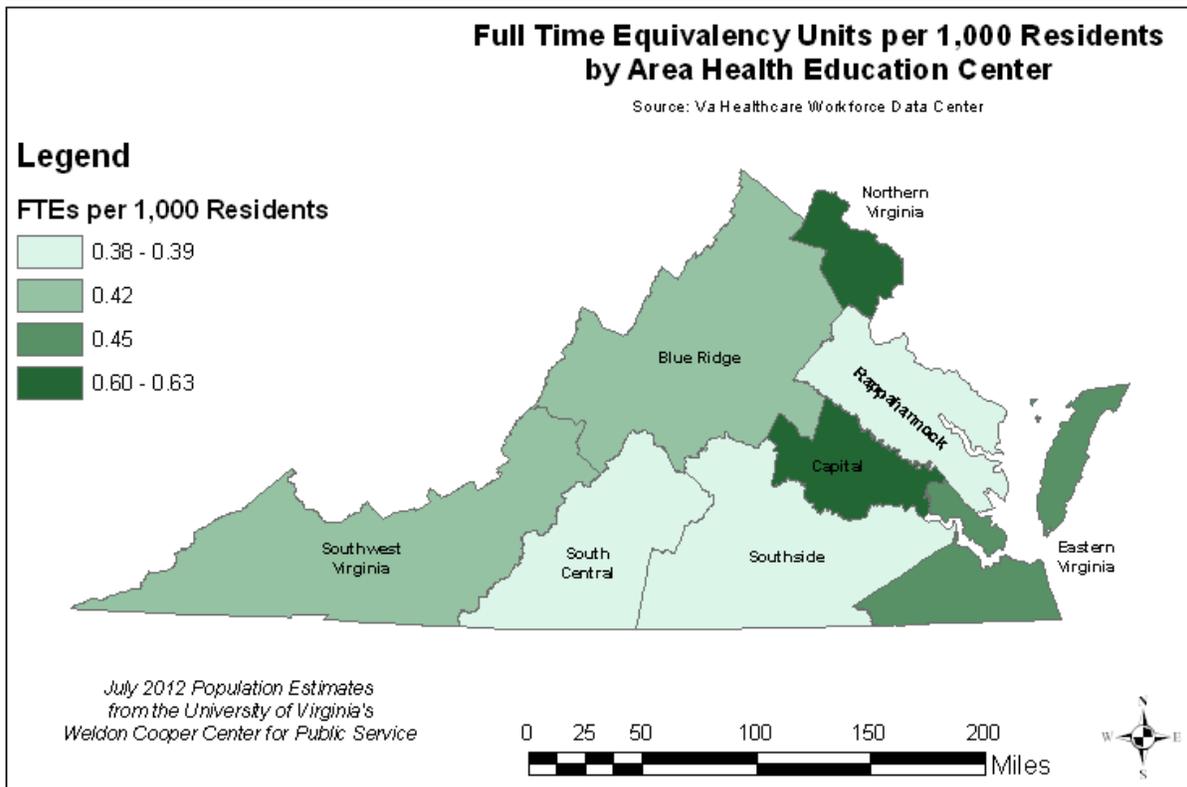
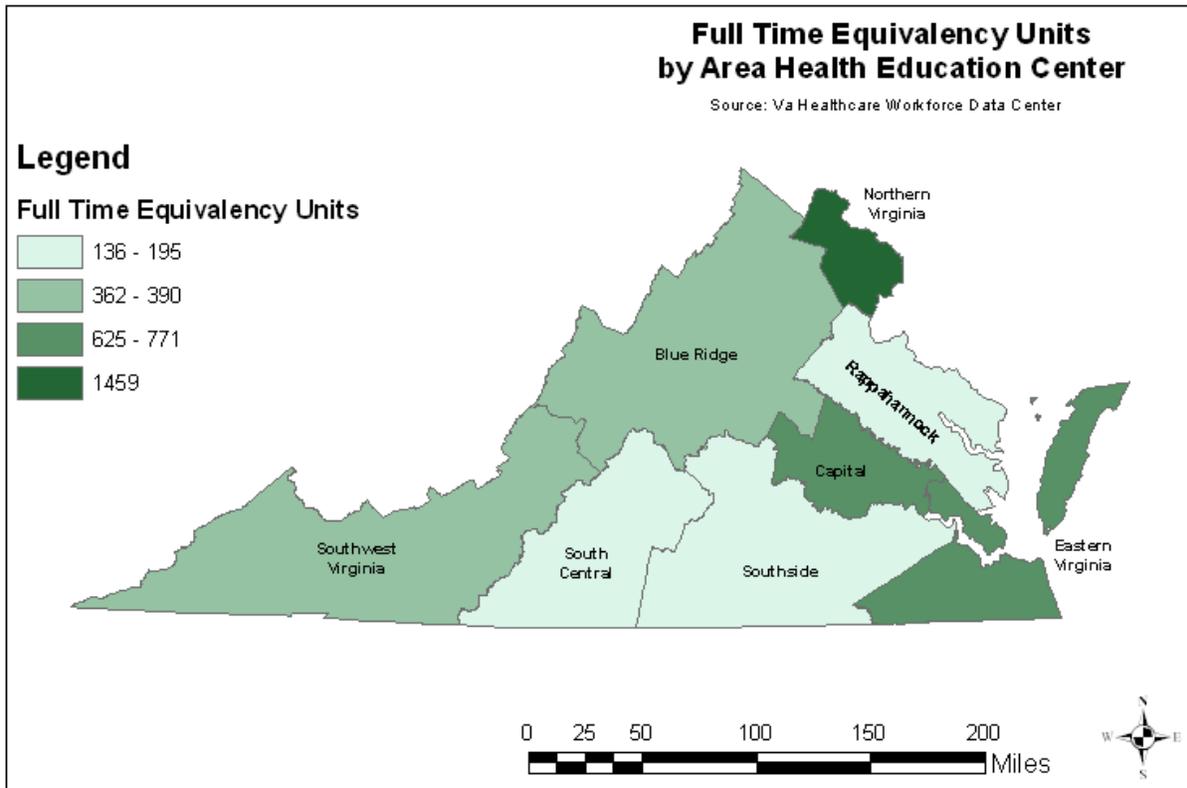
Source: Va. Healthcare Workforce Data Center

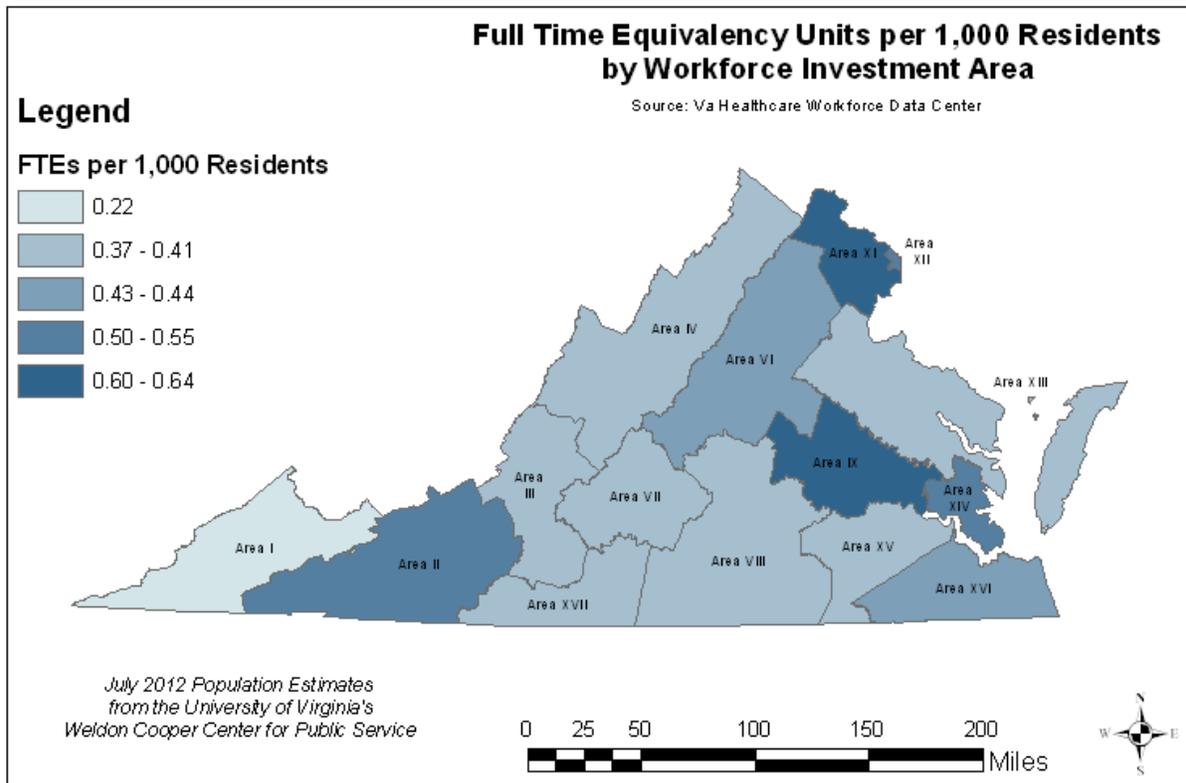
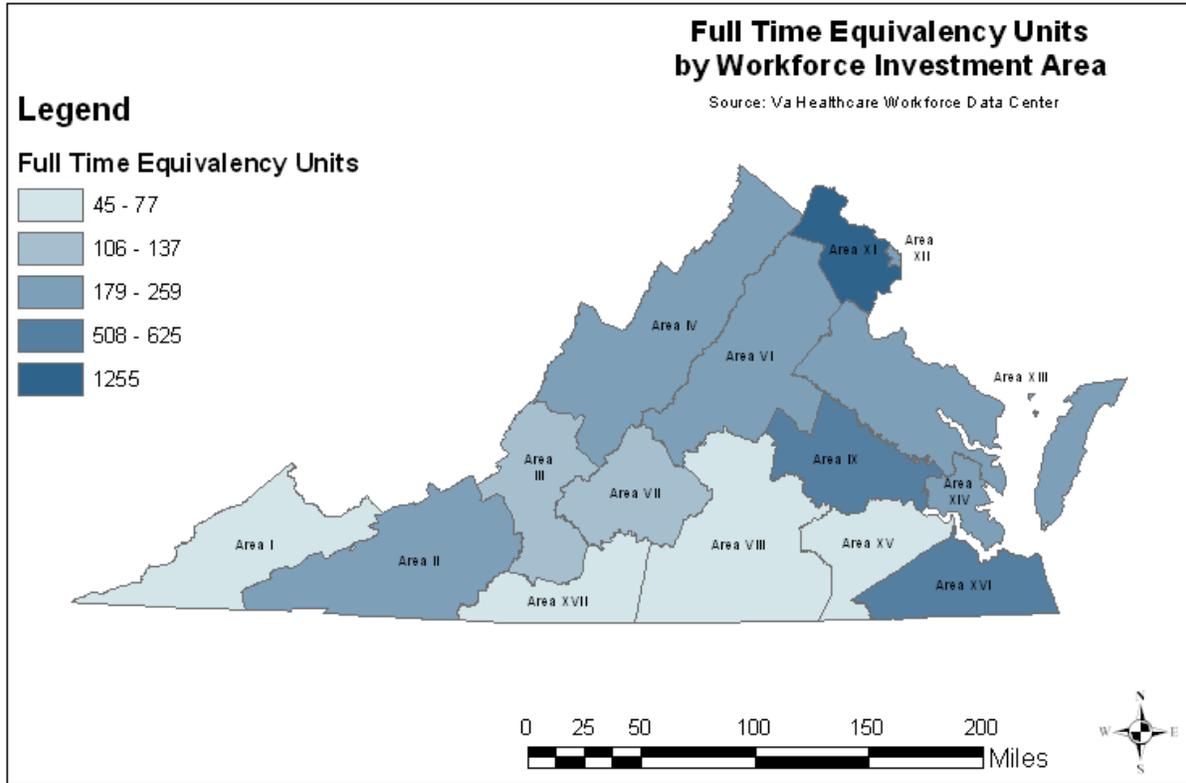


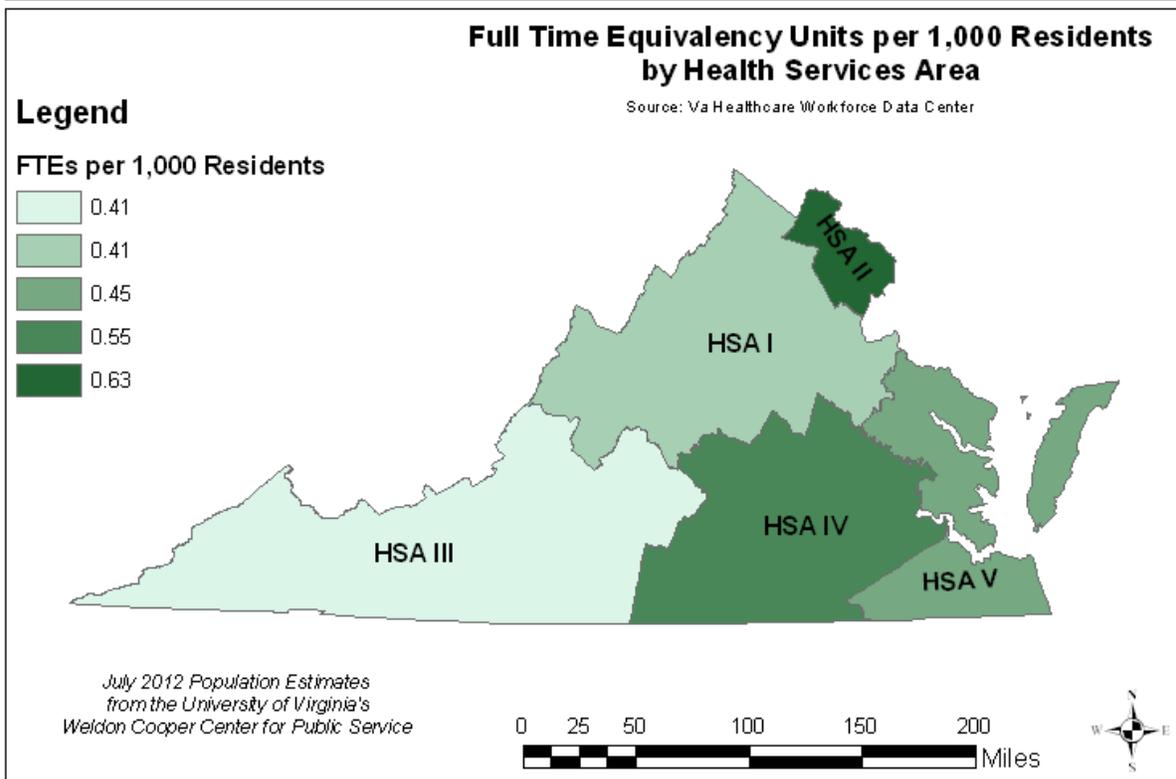
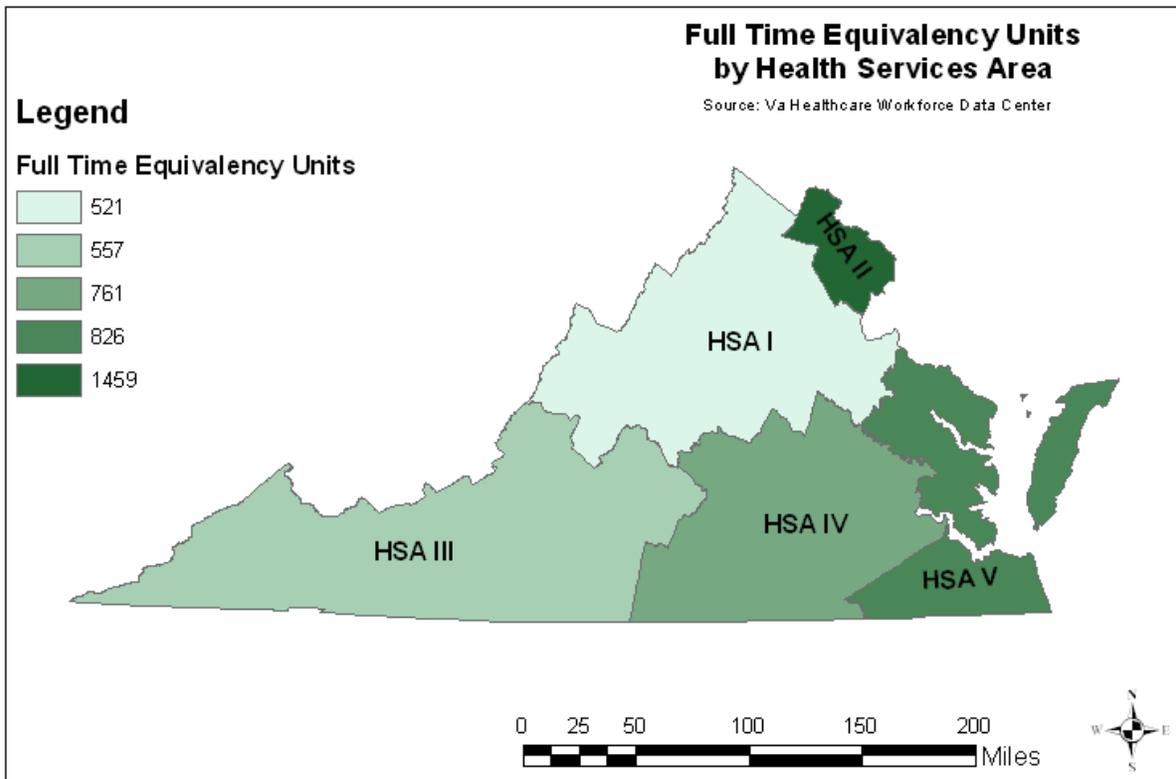
Source: Va. Healthcare Workforce Data Center

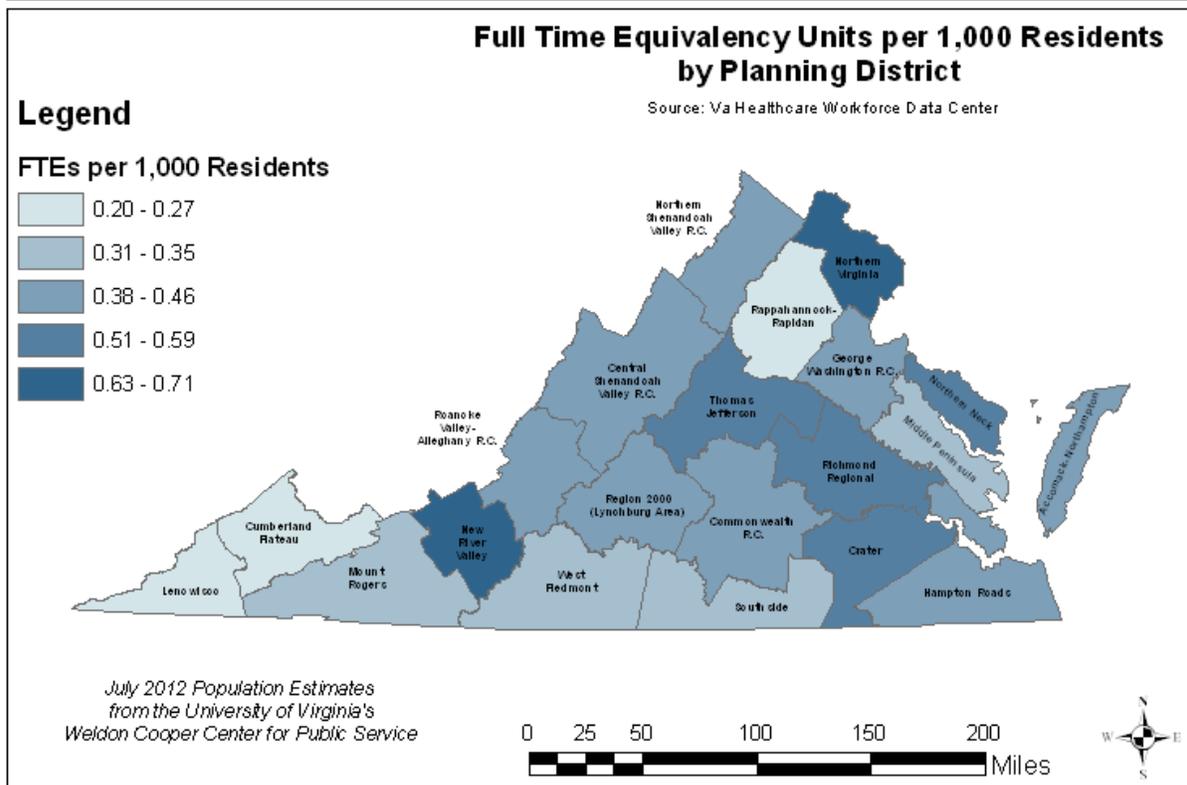
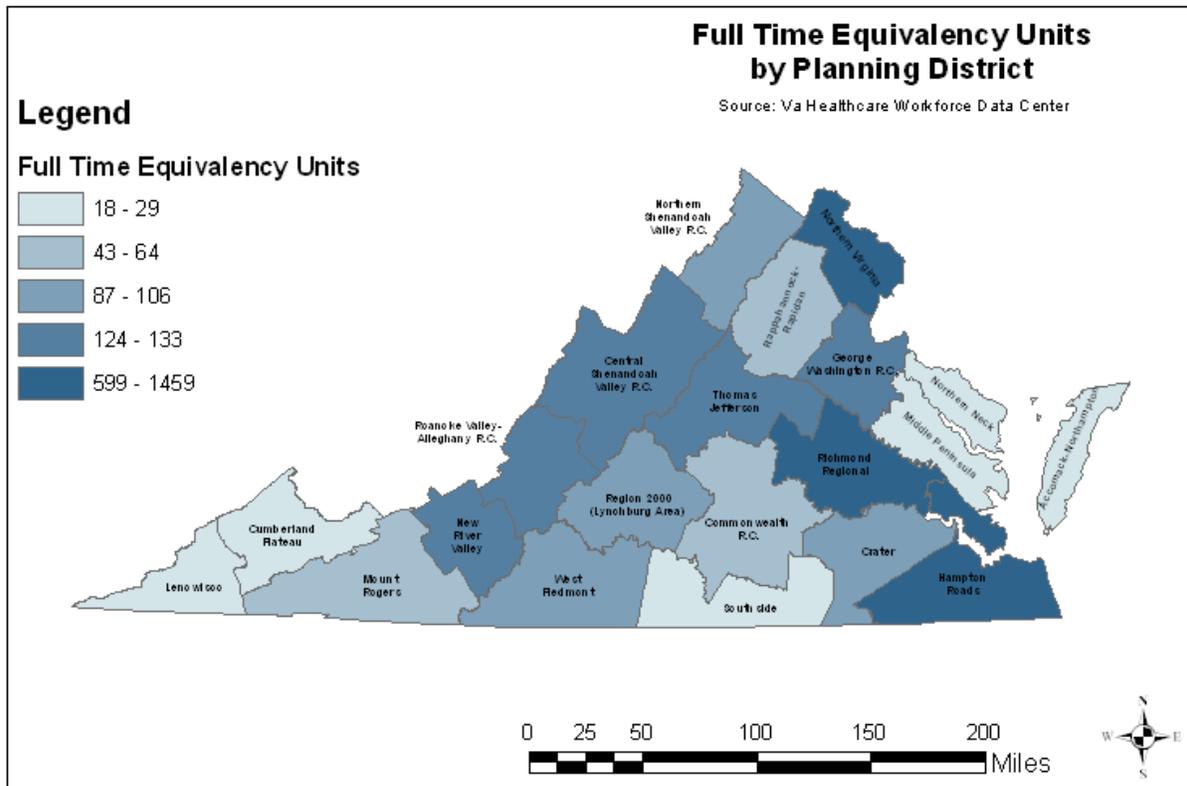
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant)











Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4,165	71.67%	1.39531	1.306996	1.494352
Metro, 250,000 to 1 million	362	70.44%	1.419608	1.329756	1.520374
Metro, 250,000 or less	436	72.25%	1.384127	1.296521	1.482375
Urban pop 20,000+, Metro adj	73	75.34%	1.327273	1.243265	1.421485
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	147	61.90%	1.615385	1.513141	1.730048
Urban pop, 2,500-19,999, nonadj	75	80.00%	1.25	1.170883	1.338727
Rural, Metro adj	86	60.47%	1.653846	1.549168	1.771239
Rural, nonadj	36	52.78%	1.894737	1.774812	2.029229
Virginia border state/DC	718	67.97%	1.471311	1.378187	1.575748
Other US State	741	65.05%	1.537344	1.44004	1.646468

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	210	70.00%	1.428571	1.254518	1.621223
30 to 34	786	69.72%	1.434307	1.259554	1.909219
35 to 39	876	75.00%	1.333333	1.170883	1.774812
40 to 44	849	71.38%	1.40099	1.230297	1.864871
45 to 49	663	72.25%	1.384134	1.215494	1.842433
50 to 54	701	72.47%	1.379921	1.211795	1.836826
55 to 59	796	72.36%	1.381944	1.213571	1.839519
60 and Over	1,994	65.60%	1.524465	1.338727	2.029229

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:
 $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight.}$

Overall Response Rate: 0.702530

